

2021 Salary Schedule

City of Colorado Springs - 2021 Salary Schedule

Effective January 1, 2021

Job Code	Job Title	Band #	Band Name	Zone #	Annual			Monthly		Hourly	
					Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Minimum	Market Average
19701	Chief of Staff/Chief Administrative Officer	1	SMG	7	\$202,603	\$243,221	\$284,569	\$16,884	\$20,268	\$97.41	\$116.93
19790	City Attorney/Chief Legal Officer	1	SMG	6	\$182,526	\$219,118	\$256,368	\$15,210	\$18,260	\$87.75	\$105.35
19644	Aviation Director	1	SMG	5	\$164,437	\$197,404	\$230,963	\$13,703	\$16,450	\$79.06	\$94.91
19680	Chief Financial Officer	1	SMG	5	\$164,437	\$197,404	\$230,963	\$13,703	\$16,450	\$79.06	\$94.91
19776	Chief Human Resource & Risk Officer	1	SMG	5	\$164,437	\$197,404	\$230,963	\$13,703	\$16,450	\$79.06	\$94.91
19999	Chief Information Officer	1	SMG	5	\$164,437	\$197,404	\$230,963	\$13,703	\$16,450	\$79.06	\$94.91
19310	Police Chief	1	SMG	5	\$164,437	\$197,404	\$230,963	\$13,703	\$16,450	\$79.06	\$94.91
19795	City Auditor	1	SMG	4	\$148,142	\$177,841	\$208,074	\$12,345	\$14,820	\$71.22	\$85.50
19667	Deputy Chief of Staff	1	SMG	4	\$148,142	\$177,841	\$208,074	\$12,345	\$14,820	\$71.22	\$85.50
19418	Fire Chief	1	SMG	4	\$148,142	\$177,841	\$208,074	\$12,345	\$14,820	\$71.22	\$85.50
19665	Parks, Recreation & Cultural Services Director	1	SMG	4	\$148,142	\$177,841	\$208,074	\$12,345	\$14,820	\$71.22	\$85.50
19661	Planning and Community Development Director	1	SMG	4	\$148,142	\$177,841	\$208,074	\$12,345	\$14,820	\$71.22	\$85.50
19635	Public Works Director/City Engineer	1	SMG	4	\$148,142	\$177,841	\$208,074	\$12,345	\$14,820	\$71.22	\$85.50
17085	Regional Emergency Management and Recovery Director	1	SMG	3	\$133,462	\$160,218	\$187,455	\$11,122	\$13,352	\$64.16	\$77.03
19793	City Clerk	1	SMG	2	\$120,235	\$144,340	\$168,877	\$10,020	\$12,028	\$57.81	\$69.39
15015	Chief Communications Officer	1	SMG	2	\$120,235	\$144,340	\$168,877	\$10,020	\$12,028	\$57.81	\$69.39
17245	Economic Development Officer	1	SMG	2	\$120,235	\$144,340	\$168,877	\$10,020	\$12,028	\$57.81	\$69.39
17059	Support Services Director	1	SMG	2	\$120,235	\$144,340	\$168,877	\$10,020	\$12,028	\$57.81	\$69.39
17596	Parking Enterprise Director	1	SMG	1	\$108,693	\$130,484	\$152,666	\$9,058	\$10,874	\$52.26	\$62.73
17634	Deputy City Attorney	2	MGR	10	\$166,238	\$199,566	\$233,492	\$13,853	\$16,630	\$79.92	\$95.95
	Reserved for Future Use	2	MGR	9	\$151,125	\$181,422	\$212,264	\$12,594	\$15,119	\$72.66	\$87.22
17631	City Attorney Division Chief	2	MGR	8	\$137,386	\$164,929	\$192,967	\$11,449	\$13,744	\$66.05	\$79.29
19309	Police Deputy Chief	2	MGR	8	\$137,386	\$164,929	\$192,967	\$11,449	\$13,744	\$66.05	\$79.29
19683	Assistant Finance Director	2	MGR	7	\$124,897	\$149,936	\$175,425	\$10,408	\$12,495	\$60.05	\$72.08
19658	Assistant Human Resources Director	2	MGR	7	\$124,897	\$149,936	\$175,425	\$10,408	\$12,495	\$60.05	\$72.08
19672	Assistant Planning Director	2	MGR	7	\$124,897	\$149,936	\$175,425	\$10,408	\$12,495	\$60.05	\$72.08
12709	Information Systems Manager II	2	MGR	7	\$124,897	\$149,936	\$175,425	\$10,408	\$12,495	\$60.05	\$72.08
19631	Deputy Public Works Director/ City Engineer	2	MGR	7	\$124,897	\$149,936	\$175,425	\$10,408	\$12,495	\$60.05	\$72.08
19417	Fire Deputy Chief	2	MGR	7	\$124,897	\$149,936	\$175,425	\$10,408	\$12,495	\$60.05	\$72.08
18055	Fire Marshal	2	MGR	7	\$124,897	\$149,936	\$175,425	\$10,408	\$12,495	\$60.05	\$72.08
19794	Assistant City Auditor	2	MGR	6	\$113,542	\$136,305	\$159,477	\$9,462	\$11,359	\$54.59	\$65.53
12613	Aviation Assistant Director	2	MGR	6	\$113,542	\$136,305	\$159,477	\$9,462	\$11,359	\$54.59	\$65.53
19797	City Budget Manager	2	MGR	6	\$113,542	\$136,305	\$159,477	\$9,462	\$11,359	\$54.59	\$65.53
19656	Community Diversity and Outreach Programs Manager	2	MGR	6	\$113,542	\$136,305	\$159,477	\$9,462	\$11,359	\$54.59	\$65.53
12640	Engineering Division Manager	2	MGR	6	\$113,542	\$136,305	\$159,477	\$9,462	\$11,359	\$54.59	\$65.53
19654	Human Resources Manager, Comp/ Benefits	2	MGR	6	\$113,542	\$136,305	\$159,477	\$9,462	\$11,359	\$54.59	\$65.53
19806	Municipal Court Administrator	2	MGR	6	\$113,542	\$136,305	\$159,477	\$9,462	\$11,359	\$54.59	\$65.53
17839	Parks Development Manager	2	MGR	6	\$113,542	\$136,305	\$159,477	\$9,462	\$11,359	\$54.59	\$65.53
17838	Parks Operations Manager	2	MGR	6	\$113,542	\$136,305	\$159,477	\$9,462	\$11,359	\$54.59	\$65.53
19659	Public Works Operations Manager	2	MGR	6	\$113,542	\$136,305	\$159,477	\$9,462	\$11,359	\$54.59	\$65.53
19655	Recreation and Administration Manager	2	MGR	6	\$113,542	\$136,305	\$159,477	\$9,462	\$11,359	\$54.59	\$65.53
18300	Risk Manager	2	MGR	6	\$113,542	\$136,305	\$159,477	\$9,462	\$11,359	\$54.59	\$65.53
12825	Transit Systems Manager	2	MGR	6	\$113,542	\$136,305	\$159,477	\$9,462	\$11,359	\$54.59	\$65.53
17259	ADA Title II Manager	2	MGR	5	\$103,220	\$123,914	\$144,979	\$8,602	\$10,326	\$49.63	\$59.57
17203	City Accounting Manager	2	MGR	5	\$103,220	\$123,914	\$144,979	\$8,602	\$10,326	\$49.63	\$59.57
12643	Engineering Program Manager	2	MGR	5	\$103,220	\$123,914	\$144,979	\$8,602	\$10,326	\$49.63	\$59.57
18250	Fire Administrative Services Manager	2	MGR	5	\$103,220	\$123,914	\$144,979	\$8,602	\$10,326	\$49.63	\$59.57
16200	Human Resources Manager	2	MGR	5	\$103,220	\$123,914	\$144,979	\$8,602	\$10,326	\$49.63	\$59.57
12713	Information Technology Manager I	2	MGR	5	\$103,220	\$123,914	\$144,979	\$8,602	\$10,326	\$49.63	\$59.57

Job Code	Job Title	Band #	Band Name	Zone #	Annual			Monthly		Hourly	
					Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Minimum	Market Average
17086	OEM Deputy Director	2	MGR	5	\$103,220	\$123,914	\$144,979	\$8,602	\$10,326	\$49.63	\$59.57
18013	Planning Manager	2	MGR	5	\$103,220	\$123,914	\$144,979	\$8,602	\$10,326	\$49.63	\$59.57
18497	Police Administrative Services Manager	2	MGR	5	\$103,220	\$123,914	\$144,979	\$8,602	\$10,326	\$49.63	\$59.57
19773	Procurement Services Manager	2	MGR	5	\$103,220	\$123,914	\$144,979	\$8,602	\$10,326	\$49.63	\$59.57
17324	Air Service Development Manager	2	MGR	4	\$93,836	\$112,649	\$131,799	\$7,820	\$9,387	\$45.11	\$54.16
15040	City Council Administrator	2	MGR	4	\$93,836	\$112,649	\$131,799	\$7,820	\$9,387	\$45.11	\$54.16
19771	Cultural Services Division Manager	2	MGR	4	\$93,836	\$112,649	\$131,799	\$7,820	\$9,387	\$45.11	\$54.16
18050	Deputy Fire Marshal	2	MGR	4	\$93,836	\$112,649	\$131,799	\$7,820	\$9,387	\$45.11	\$54.16
17624	HUD Programs Manager	2	MGR	4	\$93,836	\$112,649	\$131,799	\$7,820	\$9,387	\$45.11	\$54.16
17625	Legal Administrator	2	MGR	4	\$93,836	\$112,649	\$131,799	\$7,820	\$9,387	\$45.11	\$54.16
15013	Neighborhood Services Manager	2	MGR	4	\$93,836	\$112,649	\$131,799	\$7,820	\$9,387	\$45.11	\$54.16
14453	Police Records Manager	2	MGR	4	\$93,836	\$112,649	\$131,799	\$7,820	\$9,387	\$45.11	\$54.16
14452	Public Safety Communications Manager	2	MGR	4	\$93,836	\$112,649	\$131,799	\$7,820	\$9,387	\$45.11	\$54.16
17105	Real Estate Services Manager	2	MGR	4	\$93,836	\$112,649	\$131,799	\$7,820	\$9,387	\$45.11	\$54.16
19640	Streets Manager	2	MGR	4	\$93,836	\$112,649	\$131,799	\$7,820	\$9,387	\$45.11	\$54.16
14900	Street Operations Manager	2	MGR	4	\$93,836	\$112,649	\$131,799	\$7,820	\$9,387	\$45.11	\$54.16
13901	Transit Business Operations Administrator	2	MGR	4	\$93,836	\$112,649	\$131,799	\$7,820	\$9,387	\$45.11	\$54.16
15093	Airport Design & Construction Manager	2	MGR	3	\$85,307	\$102,409	\$119,819	\$7,109	\$8,534	\$41.01	\$49.24
15198	Airport IT Program Manager	2	MGR	3	\$85,307	\$102,409	\$119,819	\$7,109	\$8,534	\$41.01	\$49.24
17207	Airport Marketing & Communications Manager	2	MGR	3	\$85,307	\$102,409	\$119,819	\$7,109	\$8,534	\$41.01	\$49.24
15091	Airport Operations Manager	2	MGR	3	\$85,307	\$102,409	\$119,819	\$7,109	\$8,534	\$41.01	\$49.24
18422	Chief Probation Officer	2	MGR	3	\$85,307	\$102,409	\$119,819	\$7,109	\$8,534	\$41.01	\$49.24
17325	City Grants Manager	2	MGR	3	\$85,307	\$102,409	\$119,819	\$7,109	\$8,534	\$41.01	\$49.24
12085	Clerk of the Court	2	MGR	3	\$85,307	\$102,409	\$119,819	\$7,109	\$8,534	\$41.01	\$49.24
15052	Crime Lab Manager	2	MGR	3	\$85,307	\$102,409	\$119,819	\$7,109	\$8,534	\$41.01	\$49.24
15025	Facilities Manager	2	MGR	3	\$85,307	\$102,409	\$119,819	\$7,109	\$8,534	\$41.01	\$49.24
17144	Fleet Manager	2	MGR	3	\$85,307	\$102,409	\$119,819	\$7,109	\$8,534	\$41.01	\$49.24
17145	Innovation & Sustainability Manager	2	MGR	3	\$85,307	\$102,409	\$119,819	\$7,109	\$8,534	\$41.01	\$49.24
18221	Pikes Peak-America's Mountain Manager	2	MGR	3	\$85,307	\$102,409	\$119,819	\$7,109	\$8,534	\$41.01	\$49.24
16630	Police Evidence Manager	2	MGR	3	\$85,307	\$102,409	\$119,819	\$7,109	\$8,534	\$41.01	\$49.24
18484	Police Logistics Support Manager	2	MGR	3	\$85,307	\$102,409	\$119,819	\$7,109	\$8,534	\$41.01	\$49.24
19350	PPRCN System Manager	2	MGR	3	\$85,307	\$102,409	\$119,819	\$7,109	\$8,534	\$41.01	\$49.24
17291	Sales Tax Manager	2	MGR	3	\$85,307	\$102,409	\$119,819	\$7,109	\$8,534	\$41.01	\$49.24
12770	SIMD Unit Administrator	2	MGR	3	\$85,307	\$102,409	\$119,819	\$7,109	\$8,534	\$41.01	\$49.24
17244	Small Business Development Administrator	2	MGR	3	\$85,307	\$102,409	\$119,819	\$7,109	\$8,534	\$41.01	\$49.24
19351	CSURA Executive Director	2	MGR	3	\$85,307	\$102,409	\$119,819	\$7,109	\$8,534	\$41.01	\$49.24
12755	Water Quality Program Manager	2	MGR	3	\$85,307	\$102,409	\$119,819	\$7,109	\$8,534	\$41.01	\$49.24
17208	Airport Properties Administrator	2	MGR	2	\$77,552	\$93,100	\$108,927	\$6,463	\$7,758	\$37.28	\$44.76
15070	Airport Maintenance Manager	2	MGR	2	\$77,552	\$93,100	\$108,927	\$6,463	\$7,758	\$37.28	\$44.76
17835	City Forester	2	MGR	2	\$77,552	\$93,100	\$108,927	\$6,463	\$7,758	\$37.28	\$44.76
17595	Parking Enterprise Operations Manager	2	MGR	2	\$77,552	\$93,100	\$108,927	\$6,463	\$7,758	\$37.28	\$44.76
19660	Regional Parks Manager	2	MGR	2	\$77,552	\$93,100	\$108,927	\$6,463	\$7,758	\$37.28	\$44.76
	Reserved for Future Use	2	MGR	1	\$70,501	\$84,635	\$99,023	\$5,875	\$7,053	\$33.89	\$40.69
	Reserved for Future Use	3	SUP	9	\$106,309	\$127,621	\$149,317	\$8,859	\$10,635	\$51.11	\$61.36
	Reserved for Future Use	3	SUP	8	\$97,530	\$117,082	\$136,986	\$8,127	\$9,757	\$46.89	\$56.29
12783	Service Desk Supervisor	3	SUP	7	\$89,477	\$107,415	\$125,675	\$7,456	\$8,951	\$43.02	\$51.64
17518	Audit Supervisor	3	SUP	6	\$82,088	\$98,545	\$115,298	\$6,841	\$8,212	\$39.47	\$47.38
18481	Crime Analysis Supervisor	3	SUP	6	\$82,088	\$98,545	\$115,298	\$6,841	\$8,212	\$39.47	\$47.38
12775	GIS Supervisor	3	SUP	6	\$82,088	\$98,545	\$115,298	\$6,841	\$8,212	\$39.47	\$47.38
14511	Golf Course Superintendent	3	SUP	6	\$82,088	\$98,545	\$115,298	\$6,841	\$8,212	\$39.47	\$47.38
17941	Human Resources Supervisor	3	SUP	6	\$82,088	\$98,545	\$115,298	\$6,841	\$8,212	\$39.47	\$47.38
18104	Public Communications Supervisor	3	SUP	6	\$82,088	\$98,545	\$115,298	\$6,841	\$8,212	\$39.47	\$47.38
18310	Risk Supervisor, Occupational Health	3	SUP	6	\$82,088	\$98,545	\$115,298	\$6,841	\$8,212	\$39.47	\$47.38
18310	Risk Supervisor, Workers Compensation	3	SUP	6	\$82,088	\$98,545	\$115,298	\$6,841	\$8,212	\$39.47	\$47.38

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					Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Minimum	Market Average
13460	Accounting Supervisor	3	SUP	5	\$75,311	\$90,410	\$105,779	\$6,276	\$7,534	\$36.21	\$43.47
15021	Crime Lab Supervisor	3	SUP	5	\$75,311	\$90,410	\$105,779	\$6,276	\$7,534	\$36.21	\$43.47
17015	Deputy City Clerk	3	SUP	5	\$75,311	\$90,410	\$105,779	\$6,276	\$7,534	\$36.21	\$43.47
16029	Engineering Supervisor	3	SUP	5	\$75,311	\$90,410	\$105,779	\$6,276	\$7,534	\$36.21	\$43.47
16005	Fire Fleet Services Supervisor	3	SUP	5	\$75,311	\$90,410	\$105,779	\$6,276	\$7,534	\$36.21	\$43.47
12025	Payroll & Pension Administrator	3	SUP	5	\$75,311	\$90,410	\$105,779	\$6,276	\$7,534	\$36.21	\$43.47
12762	Public Safety Communications Supervisor Lead	3	SUP	5	\$75,311	\$90,410	\$105,779	\$6,276	\$7,534	\$36.21	\$43.47
12776	Special Event Supervisor	3	SUP	5	\$75,311	\$90,410	\$105,779	\$6,276	\$7,534	\$36.21	\$43.47
13910	Transit Services Supervisor	3	SUP	5	\$75,311	\$90,410	\$105,779	\$6,276	\$7,534	\$36.21	\$43.47
12669	Accounts Receivable/ Payable Supervisor	3	SUP	4	\$69,092	\$82,944	\$97,044	\$5,758	\$6,912	\$33.22	\$39.88
15096	Airport Operations & Communications Supervisor	3	SUP	4	\$69,092	\$82,944	\$97,044	\$5,758	\$6,912	\$33.22	\$39.88
16620	Police Evidence Supervisor	3	SUP	4	\$69,092	\$82,944	\$97,044	\$5,758	\$6,912	\$33.22	\$39.88
13061	Street Programs Supervisor	3	SUP	4	\$69,092	\$82,944	\$97,044	\$5,758	\$6,912	\$33.22	\$39.88
15095	Airport Facilities Supervisor	3	SUP	3	\$63,387	\$76,095	\$89,032	\$5,282	\$6,341	\$30.47	\$36.58
14018	Cemetery Supervisor	3	SUP	3	\$63,387	\$76,095	\$89,032	\$5,282	\$6,341	\$30.47	\$36.58
17830	City Horticulturist	3	SUP	3	\$63,387	\$76,095	\$89,032	\$5,282	\$6,341	\$30.47	\$36.58
15017	Code Enforcement Supervisor	3	SUP	3	\$63,387	\$76,095	\$89,032	\$5,282	\$6,341	\$30.47	\$36.58
11013	Municipal Court Supervisor	3	SUP	3	\$63,387	\$76,095	\$89,032	\$5,282	\$6,341	\$30.47	\$36.58
16622	Police Impound Facility Supervisor	3	SUP	3	\$63,387	\$76,095	\$89,032	\$5,282	\$6,341	\$30.47	\$36.58
14422	Police Quartermaster Supervisor	3	SUP	3	\$63,387	\$76,095	\$89,032	\$5,282	\$6,341	\$30.47	\$36.58
12761	Public Safety Communications Supervisor	3	SUP	3	\$63,387	\$76,095	\$89,032	\$5,282	\$6,341	\$30.47	\$36.58
16068	Sales Tax Investigator Supervisor	3	SUP	3	\$63,387	\$76,095	\$89,032	\$5,282	\$6,341	\$30.47	\$36.58
15029	Radio Communications Supervisor	3	SUP	3	\$63,387	\$76,095	\$89,032	\$5,282	\$6,341	\$30.47	\$36.58
12805	Skilled Maintenance Supervisor	3	SUP	3	\$63,387	\$76,095	\$89,032	\$5,282	\$6,341	\$30.47	\$36.58
12804	Streets District Supervisor	3	SUP	3	\$63,387	\$76,095	\$89,032	\$5,282	\$6,341	\$30.47	\$36.58
15302	Office Services Coordinator	3	SUP	2	\$58,154	\$69,813	\$81,681	\$4,846	\$5,818	\$27.96	\$33.56
14426	Park Ranger Supervisor	3	SUP	2	\$58,154	\$69,813	\$81,681	\$4,846	\$5,818	\$27.96	\$33.56
15019	Community Service Officer Supervisor	3	SUP	1	\$53,352	\$64,049	\$74,937	\$4,446	\$5,337	\$25.65	\$30.79
12738	Records Supervisor	3	SUP	1	\$53,352	\$64,049	\$74,937	\$4,446	\$5,337	\$25.65	\$30.79
19787	Assistant City Attorney	4	PRO	13	\$127,535	\$153,103	\$179,130	\$10,628	\$12,759	\$61.31	\$73.61
17630	Attorney, Senior	4	PRO	12	\$118,087	\$141,761	\$165,861	\$9,841	\$11,813	\$56.77	\$68.15
12711	Cyber Security Analyst, Senior	4	PRO	11	\$108,336	\$130,055	\$152,164	\$9,028	\$10,838	\$52.08	\$62.53
12726	IT Solutions Engineer, Senior	4	PRO	11	\$108,336	\$130,055	\$152,164	\$9,028	\$10,838	\$52.08	\$62.53
17501	IT Technology Architect, Sr	4	PRO	11	\$108,336	\$130,055	\$152,164	\$9,028	\$10,838	\$52.08	\$62.53
	Reserved for Future Use	4	PRO	10	\$99,392	\$119,319	\$139,603	\$8,283	\$9,943	\$47.78	\$57.36
15030	City Facilities Administrator	4	PRO	9	\$91,185	\$109,466	\$128,076	\$7,599	\$9,122	\$43.84	\$52.63
12719	Cyber Security Analyst II	4	PRO	9	\$91,185	\$109,466	\$128,076	\$7,599	\$9,122	\$43.84	\$52.63
17219	Information Systems Auditor Supervisor	4	PRO	9	\$91,185	\$109,466	\$128,076	\$7,599	\$9,122	\$43.84	\$52.63
12728	IT Solutions Engineer	4	PRO	9	\$91,185	\$109,466	\$128,076	\$7,599	\$9,122	\$43.84	\$52.63
12714	ITSM Coordinator	4	PRO	9	\$91,185	\$109,466	\$128,076	\$7,599	\$9,122	\$43.84	\$52.63
19664	Occupational NP/PA	4	PRO	9	\$91,185	\$109,466	\$128,076	\$7,599	\$9,122	\$43.84	\$52.63
19197	Program Administrator II	4	PRO	9	\$91,185	\$109,466	\$128,076	\$7,599	\$9,122	\$43.84	\$52.63
17410	Applications Prgm Analyst, Sr	4	PRO	9	\$91,185	\$109,466	\$128,076	\$7,599	\$9,122	\$43.84	\$52.63
12781	Engineer, Senior	4	PRO	9	\$91,185	\$109,466	\$128,076	\$7,599	\$9,122	\$43.84	\$52.63
17411	Database Administrator, Senior	4	PRO	9	\$91,185	\$109,466	\$128,076	\$7,599	\$9,122	\$43.84	\$52.63
17415	ERP Systems Analyst, Senior	4	PRO	9	\$91,185	\$109,466	\$128,076	\$7,599	\$9,122	\$43.84	\$52.63
18431	HR Business Partner, Senior	4	PRO	9	\$91,185	\$109,466	\$128,076	\$7,599	\$9,122	\$43.84	\$52.63
12789	IT Project Manager, Senior	4	PRO	9	\$91,185	\$109,466	\$128,076	\$7,599	\$9,122	\$43.84	\$52.63
17445	Network Administrator, Senior	4	PRO	9	\$91,185	\$109,466	\$128,076	\$7,599	\$9,122	\$43.84	\$52.63
17475	Systems Administrator, Senior	4	PRO	9	\$91,185	\$109,466	\$128,076	\$7,599	\$9,122	\$43.84	\$52.63
17654	Attorney	4	PRO	8	\$83,655	\$100,427	\$117,499	\$6,971	\$8,369	\$40.22	\$48.28
12778	Capital Project Coordinator	4	PRO	8	\$83,655	\$100,427	\$117,499	\$6,971	\$8,369	\$40.22	\$48.28
17413	Database Administrator II	4	PRO	8	\$83,655	\$100,427	\$117,499	\$6,971	\$8,369	\$40.22	\$48.28
12704	IT Project Manager II	4	PRO	8	\$83,655	\$100,427	\$117,499	\$6,971	\$8,369	\$40.22	\$48.28
12796	OEM Coordinator	4	PRO	8	\$83,655	\$100,427	\$117,499	\$6,971	\$8,369	\$40.22	\$48.28

Job Code	Job Title	Band #	Band Name	Zone #	Annual			Monthly		Hourly	
					Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Minimum	Market Average
18006	Principal Planner	4	PRO	8	\$83,655	\$100,427	\$117,499	\$6,971	\$8,369	\$40.22	\$48.28
17412	Business Analyst IT, Senior	4	PRO	8	\$83,655	\$100,427	\$117,499	\$6,971	\$8,369	\$40.22	\$48.28
12786	Applications Programmer Analyst II	4	PRO	7	\$76,748	\$92,134	\$107,797	\$6,396	\$7,678	\$36.90	\$44.30
18302	Claims Adjustor, Senior	4	PRO	7	\$76,748	\$92,134	\$107,797	\$6,396	\$7,678	\$36.90	\$44.30
18105	Community Engagement Specialist	4	PRO	7	\$76,748	\$92,134	\$107,797	\$6,396	\$7,678	\$36.90	\$44.30
15102	Construction Project Manager	4	PRO	7	\$76,748	\$92,134	\$107,797	\$6,396	\$7,678	\$36.90	\$44.30
12723	Cyber Security Analyst I	4	PRO	7	\$76,748	\$92,134	\$107,797	\$6,396	\$7,678	\$36.90	\$44.30
17910	DNA Technical Leader	4	PRO	7	\$76,748	\$92,134	\$107,797	\$6,396	\$7,678	\$36.90	\$44.30
17507	Engineer III	4	PRO	7	\$76,748	\$92,134	\$107,797	\$6,396	\$7,678	\$36.90	\$44.30
16070	Fire Medical Programs Coordinator	4	PRO	7	\$76,748	\$92,134	\$107,797	\$6,396	\$7,678	\$36.90	\$44.30
17092	Fire Protection Engineer II	4	PRO	7	\$76,748	\$92,134	\$107,797	\$6,396	\$7,678	\$36.90	\$44.30
18432	Human Resource Business Partner	4	PRO	7	\$76,748	\$92,134	\$107,797	\$6,396	\$7,678	\$36.90	\$44.30
17214	Information Systems Auditor II	4	PRO	7	\$76,748	\$92,134	\$107,797	\$6,396	\$7,678	\$36.90	\$44.30
12720	Information Technology Architect II	4	PRO	7	\$76,748	\$92,134	\$107,797	\$6,396	\$7,678	\$36.90	\$44.30
18102	Lead Public Communications Specialist	4	PRO	7	\$76,748	\$92,134	\$107,797	\$6,396	\$7,678	\$36.90	\$44.30
18494	Police Psychologist	4	PRO	7	\$76,748	\$92,134	\$107,797	\$6,396	\$7,678	\$36.90	\$44.30
19195	Program Administrator I	4	PRO	7	\$76,748	\$92,134	\$107,797	\$6,396	\$7,678	\$36.90	\$44.30
12777	Analyst, Senior	4	PRO	7	\$76,748	\$92,134	\$107,797	\$6,396	\$7,678	\$36.90	\$44.30
12674	Fire Life & Safety Educator Sr	4	PRO	7	\$76,748	\$92,134	\$107,797	\$6,396	\$7,678	\$36.90	\$44.30
17893	Landscape Architect, Senior	4	PRO	7	\$76,748	\$92,134	\$107,797	\$6,396	\$7,678	\$36.90	\$44.30
18004	Planner, Senior	4	PRO	7	\$76,748	\$92,134	\$107,797	\$6,396	\$7,678	\$36.90	\$44.30
12788	Systems Analyst, Senior	4	PRO	7	\$76,748	\$92,134	\$107,797	\$6,396	\$7,678	\$36.90	\$44.30
17260	ADA Coordinator	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
15101	Airport Corporate Outreach Specialist	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
15204	Airport Planner	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
12672	Audio Visual Specialist, Fire	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
17202	City Accountant, Senior	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
17900	DNA Analyst	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
16071	Emergency Medical Services Field Specialist	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
17506	Engineer II	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
17416	ERP Systems Analyst II	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
12673	Fire and Life Safety Educator	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
12731	Fire Operations Research and Statistics Specialist	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
15642	Homelessness Prevention and Response Coordinator	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
12705	IT Project Manager I	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
17891	Landscape Architect II	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
13174	Licensed Surveyor	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
12750	MS4 Permit Coordinator	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
18005	Physical Therapist II	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
17638	Prosecuting Attorney	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
15027	Radio Field Engineer	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
12746	Safety Specialist	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
12784	Applications Support Admin, Sr	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
17418	Auditor, Senior	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
12787	Contracting Specialist, Senior	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
12794	Economic Development Spclst Sr	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
17320	Forensic Chemist, Senior	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
17472	GIS Analyst, Senior	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
12690	OD Specialist, Senior	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
18103	Public Communication Spclst Sr	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
16035	Real Estate Specialist, Senior	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
18421	Recruiter, Senior	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
17289	Sales Tax Auditor, Senior	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
12701	Systems Administrator II	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
18489	Victim Advocate Coordinator	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64
17802	Water Conservation Specialist	4	PRO	6	\$70,411	\$84,528	\$98,897	\$5,868	\$7,044	\$33.85	\$40.64

Job Code	Job Title	Band #	Band Name	Zone #	Annual			Monthly		Hourly	
					Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Minimum	Market Average
17894	Archaeologist	4	PRO	5	\$64,598	\$77,549	\$90,732	\$5,383	\$6,462	\$31.06	\$37.28
18480	Analyst II	4	PRO	5	\$64,598	\$77,549	\$90,732	\$5,383	\$6,462	\$31.06	\$37.28
12819	Assistant to the Chief of Staff	4	PRO	5	\$64,598	\$77,549	\$90,732	\$5,383	\$6,462	\$31.06	\$37.28
12814	Assistant to the Mayor	4	PRO	5	\$64,598	\$77,549	\$90,732	\$5,383	\$6,462	\$31.06	\$37.28
17399	Business Analyst II	4	PRO	5	\$64,598	\$77,549	\$90,732	\$5,383	\$6,462	\$31.06	\$37.28
18303	Claims Adjustor II	4	PRO	5	\$64,598	\$77,549	\$90,732	\$5,383	\$6,462	\$31.06	\$37.28
18234	Community Medical Social Navigator	4	PRO	5	\$64,598	\$77,549	\$90,732	\$5,383	\$6,462	\$31.06	\$37.28
17892	Construction Project Specialist	4	PRO	5	\$64,598	\$77,549	\$90,732	\$5,383	\$6,462	\$31.06	\$37.28
12857	Environmental Safety & Health Specialist	4	PRO	5	\$64,598	\$77,549	\$90,732	\$5,383	\$6,462	\$31.06	\$37.28
17403	ERP Systems Analyst I	4	PRO	5	\$64,598	\$77,549	\$90,732	\$5,383	\$6,462	\$31.06	\$37.28
16064	Fire Protection Engineer I	4	PRO	5	\$64,598	\$77,549	\$90,732	\$5,383	\$6,462	\$31.06	\$37.28
17319	Forensic Chemist	4	PRO	5	\$64,598	\$77,549	\$90,732	\$5,383	\$6,462	\$31.06	\$37.28
17827	Forester	4	PRO	5	\$64,598	\$77,549	\$90,732	\$5,383	\$6,462	\$31.06	\$37.28
12752	Homeland Security Program Coordinator	4	PRO	5	\$64,598	\$77,549	\$90,732	\$5,383	\$6,462	\$31.06	\$37.28
17212	Information System Auditor I	4	PRO	5	\$64,598	\$77,549	\$90,732	\$5,383	\$6,462	\$31.06	\$37.28
17700	Museum Curator	4	PRO	5	\$64,598	\$77,549	\$90,732	\$5,383	\$6,462	\$31.06	\$37.28
17702	Museum Development Coordinator	4	PRO	5	\$64,598	\$77,549	\$90,732	\$5,383	\$6,462	\$31.06	\$37.28
17446	Network Administrator II	4	PRO	5	\$64,598	\$77,549	\$90,732	\$5,383	\$6,462	\$31.06	\$37.28
12774	Parks Operations Administrator	4	PRO	5	\$64,598	\$77,549	\$90,732	\$5,383	\$6,462	\$31.06	\$37.28
18003	Planner II	4	PRO	5	\$64,598	\$77,549	\$90,732	\$5,383	\$6,462	\$31.06	\$37.28
18493	Polygraphist II	4	PRO	5	\$64,598	\$77,549	\$90,732	\$5,383	\$6,462	\$31.06	\$37.28
17643	Public Safety Recruiter	4	PRO	5	\$64,598	\$77,549	\$90,732	\$5,383	\$6,462	\$31.06	\$37.28
18562	Recreation Therapist	4	PRO	5	\$64,598	\$77,549	\$90,732	\$5,383	\$6,462	\$31.06	\$37.28
12634	Buyer, Senior	4	PRO	5	\$64,598	\$77,549	\$90,732	\$5,383	\$6,462	\$31.06	\$37.28
14403	Fire Code Inspector, Senior	4	PRO	5	\$64,598	\$77,549	\$90,732	\$5,383	\$6,462	\$31.06	\$37.28
17051	Volunteer Coordinator, Senior	4	PRO	5	\$64,598	\$77,549	\$90,732	\$5,383	\$6,462	\$31.06	\$37.28
17222	Airport Properties Specialist I	4	PRO	4	\$59,264	\$71,145	\$83,240	\$4,939	\$5,929	\$28.49	\$34.20
17407	Application Support Administrator II	4	PRO	4	\$59,264	\$71,145	\$83,240	\$4,939	\$5,929	\$28.49	\$34.20
17409	Applications Programmer Analyst I	4	PRO	4	\$59,264	\$71,145	\$83,240	\$4,939	\$5,929	\$28.49	\$34.20
17607	Associate Attorney	4	PRO	4	\$59,264	\$71,145	\$83,240	\$4,939	\$5,929	\$28.49	\$34.20
17318	Auditor II	4	PRO	4	\$59,264	\$71,145	\$83,240	\$4,939	\$5,929	\$28.49	\$34.20
16685	Background Investigator	4	PRO	4	\$59,264	\$71,145	\$83,240	\$4,939	\$5,929	\$28.49	\$34.20
18482	Civilian Criminal Investigator	4	PRO	4	\$59,264	\$71,145	\$83,240	\$4,939	\$5,929	\$28.49	\$34.20
12633	Contracting Specialist II	4	PRO	4	\$59,264	\$71,145	\$83,240	\$4,939	\$5,929	\$28.49	\$34.20
16854	Economic Development Specialist	4	PRO	4	\$59,264	\$71,145	\$83,240	\$4,939	\$5,929	\$28.49	\$34.20
12506	EDI Specialist II	4	PRO	4	\$59,264	\$71,145	\$83,240	\$4,939	\$5,929	\$28.49	\$34.20
17505	Engineer I	4	PRO	4	\$59,264	\$71,145	\$83,240	\$4,939	\$5,929	\$28.49	\$34.20
12649	Engineering Specialist	4	PRO	4	\$59,264	\$71,145	\$83,240	\$4,939	\$5,929	\$28.49	\$34.20
12685	GIS Analyst II	4	PRO	4	\$59,264	\$71,145	\$83,240	\$4,939	\$5,929	\$28.49	\$34.20
18492	Investigative Specialist	4	PRO	4	\$59,264	\$71,145	\$83,240	\$4,939	\$5,929	\$28.49	\$34.20
17890	Landscape Architect I	4	PRO	4	\$59,264	\$71,145	\$83,240	\$4,939	\$5,929	\$28.49	\$34.20
17801	Natural Resource Specialist	4	PRO	4	\$59,264	\$71,145	\$83,240	\$4,939	\$5,929	\$28.49	\$34.20
15007	Neighborhood Development Outreach Specialist	4	PRO	4	\$59,264	\$71,145	\$83,240	\$4,939	\$5,929	\$28.49	\$34.20
17441	Network Administrator I	4	PRO	4	\$59,264	\$71,145	\$83,240	\$4,939	\$5,929	\$28.49	\$34.20
18490	Polygraphist I	4	PRO	4	\$59,264	\$71,145	\$83,240	\$4,939	\$5,929	\$28.49	\$34.20
12753	Program Coordinator	4	PRO	4	\$59,264	\$71,145	\$83,240	\$4,939	\$5,929	\$28.49	\$34.20
16032	Real Estate Specialist II	4	PRO	4	\$59,264	\$71,145	\$83,240	\$4,939	\$5,929	\$28.49	\$34.20
18426	Recruiter	4	PRO	4	\$59,264	\$71,145	\$83,240	\$4,939	\$5,929	\$28.49	\$34.20
15995	Sustainability Coordinator	4	PRO	4	\$59,264	\$71,145	\$83,240	\$4,939	\$5,929	\$28.49	\$34.20
12706	Systems Administrator I	4	PRO	4	\$59,264	\$71,145	\$83,240	\$4,939	\$5,929	\$28.49	\$34.20
17050	Volunteer Coordinator	4	PRO	4	\$59,264	\$71,145	\$83,240	\$4,939	\$5,929	\$28.49	\$34.20
17201	Accountant II	4	PRO	3	\$54,370	\$65,271	\$76,366	\$4,531	\$5,439	\$26.14	\$31.38
15176	Airport Marketing and Advertising Specialist	4	PRO	3	\$54,370	\$65,271	\$76,366	\$4,531	\$5,439	\$26.14	\$31.38
12605	Analyst I	4	PRO	3	\$54,370	\$65,271	\$76,366	\$4,531	\$5,439	\$26.14	\$31.38
17421	Application Support Administrator I	4	PRO	3	\$54,370	\$65,271	\$76,366	\$4,531	\$5,439	\$26.14	\$31.38
12635	Buyer II	4	PRO	3	\$54,370	\$65,271	\$76,366	\$4,531	\$5,439	\$26.14	\$31.38
12881	Claims Adjustor I	4	PRO	3	\$54,370	\$65,271	\$76,366	\$4,531	\$5,439	\$26.14	\$31.38

Job Code	Job Title	Band #	Band Name	Zone #	Annual			Monthly		Hourly	
					Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Minimum	Market Average
18429	Human Resources Generalist	4	PRO	3	\$54,370	\$65,271	\$76,366	\$4,531	\$5,439	\$26.14	\$31.38
16028	Museum Exhibits Designer	4	PRO	3	\$54,370	\$65,271	\$76,366	\$4,531	\$5,439	\$26.14	\$31.38
18002	Planner I	4	PRO	3	\$54,370	\$65,271	\$76,366	\$4,531	\$5,439	\$26.14	\$31.38
12757	Public Communication Specialist II	4	PRO	3	\$54,370	\$65,271	\$76,366	\$4,531	\$5,439	\$26.14	\$31.38
17290	Sales Tax Auditor II	4	PRO	3	\$54,370	\$65,271	\$76,366	\$4,531	\$5,439	\$26.14	\$31.38
17803	Special Events Coordinator	4	PRO	3	\$54,370	\$65,271	\$76,366	\$4,531	\$5,439	\$26.14	\$31.38
17218	Auditor I	4	PRO	2	\$49,880	\$59,880	\$70,060	\$4,157	\$4,990	\$23.98	\$28.79
18231	Community Behavioral Health Clinician	4	PRO	2	\$49,880	\$59,880	\$70,060	\$4,157	\$4,990	\$23.98	\$28.79
15200	GIS Analyst I	4	PRO	2	\$49,880	\$59,880	\$70,060	\$4,157	\$4,990	\$23.98	\$28.79
18106	Public Communication Specialist I	4	PRO	2	\$49,880	\$59,880	\$70,060	\$4,157	\$4,990	\$23.98	\$28.79
16031	Real Estate Specialist I	4	PRO	2	\$49,880	\$59,880	\$70,060	\$4,157	\$4,990	\$23.98	\$28.79
12080	Records Systems Administrator	4	PRO	2	\$49,880	\$59,880	\$70,060	\$4,157	\$4,990	\$23.98	\$28.79
12885	Sales Tax Auditor I	4	PRO	2	\$49,880	\$59,880	\$70,060	\$4,157	\$4,990	\$23.98	\$28.79
12707	Systems Analyst I	4	PRO	2	\$49,880	\$59,880	\$70,060	\$4,157	\$4,990	\$23.98	\$28.79
18488	Victim Advocate	4	PRO	2	\$49,880	\$59,880	\$70,060	\$4,157	\$4,990	\$23.98	\$28.79
17200	Accountant I	4	PRO	1	\$44,733	\$54,936	\$64,275	\$3,728	\$4,578	\$21.51	\$26.41
17701	Archivist	4	PRO	1	\$44,733	\$54,936	\$64,275	\$3,728	\$4,578	\$21.51	\$26.41
12636	Buyer I	4	PRO	1	\$44,733	\$54,936	\$64,275	\$3,728	\$4,578	\$21.51	\$26.41
12632	Contracting Specialist I	4	PRO	1	\$44,733	\$54,936	\$64,275	\$3,728	\$4,578	\$21.51	\$26.41
17422	Database Administrator I	4	PRO	1	\$44,733	\$54,936	\$64,275	\$3,728	\$4,578	\$21.51	\$26.41
17704	Museum Registrar	4	PRO	1	\$44,733	\$54,936	\$64,275	\$3,728	\$4,578	\$21.51	\$26.41
12095	Pre-Sentence Investigator	4	PRO	1	\$44,733	\$54,936	\$64,275	\$3,728	\$4,578	\$21.51	\$26.41
14400	Fire Code Inspector II	5	PAR	7	\$63,298	\$75,988	\$88,906	\$5,275	\$6,332	\$30.43	\$36.53
12111	Latent Fingerprint Examiner	5	PAR	7	\$63,298	\$75,988	\$88,906	\$5,275	\$6,332	\$30.43	\$36.53
18263	Registered Nurse Navigator	5	PAR	7	\$63,298	\$75,988	\$88,906	\$5,275	\$6,332	\$30.43	\$36.53
12756	Utility Locator, Sr	5	PAR	7	\$63,298	\$75,988	\$88,906	\$5,275	\$6,332	\$30.43	\$36.53
12028	Finance Lead	5	PAR	6	\$58,071	\$69,714	\$81,565	\$4,839	\$5,809	\$27.92	\$33.52
12803	District Crew Leader	5	PAR	6	\$58,071	\$69,714	\$81,565	\$4,839	\$5,809	\$27.92	\$33.52
16015	Engineering Technician III	5	PAR	6	\$58,071	\$69,714	\$81,565	\$4,839	\$5,809	\$27.92	\$33.52
16001	Fleet Services Coordinator	5	PAR	6	\$58,071	\$69,714	\$81,565	\$4,839	\$5,809	\$27.92	\$33.52
16013	Inspector III	5	PAR	6	\$58,071	\$69,714	\$81,565	\$4,839	\$5,809	\$27.92	\$33.52
18280	Physical Therapy Assistant	5	PAR	6	\$58,071	\$69,714	\$81,565	\$4,839	\$5,809	\$27.92	\$33.52
13902	Project Design Specialist	5	PAR	6	\$58,071	\$69,714	\$81,565	\$4,839	\$5,809	\$27.92	\$33.52
16606	Crime Scene Investigator, Sr	5	PAR	6	\$58,071	\$69,714	\$81,565	\$4,839	\$5,809	\$27.92	\$33.52
13034	Fleet Technician, Senior	5	PAR	6	\$58,071	\$69,714	\$81,565	\$4,839	\$5,809	\$27.92	\$33.52
14407	Marshal, Senior	5	PAR	6	\$58,071	\$69,714	\$81,565	\$4,839	\$5,809	\$27.92	\$33.52
15213	Paralegal, Senior	5	PAR	6	\$58,071	\$69,714	\$81,565	\$4,839	\$5,809	\$27.92	\$33.52
12801	Skilled Maint Technician, Sr	5	PAR	6	\$58,071	\$69,714	\$81,565	\$4,839	\$5,809	\$27.92	\$33.52
12696	Technical Support Analyst, Sr	5	PAR	6	\$58,071	\$69,714	\$81,565	\$4,839	\$5,809	\$27.92	\$33.52
12758	Video Production Specialist	5	PAR	6	\$58,071	\$69,714	\$81,565	\$4,839	\$5,809	\$27.92	\$33.52
18275	Behavioral Health Clinical Navigator II	5	PAR	5	\$53,277	\$63,958	\$74,831	\$4,440	\$5,330	\$25.61	\$30.75
16605	Crime Scene Investigator	5	PAR	5	\$53,277	\$63,958	\$74,831	\$4,440	\$5,330	\$25.61	\$30.75
15068	Electronic Specialist	5	PAR	5	\$53,277	\$63,958	\$74,831	\$4,440	\$5,330	\$25.61	\$30.75
16025	Engineering Technician II	5	PAR	5	\$53,277	\$63,958	\$74,831	\$4,440	\$5,330	\$25.61	\$30.75
14401	Fire Code Inspector I	5	PAR	5	\$53,277	\$63,958	\$74,831	\$4,440	\$5,330	\$25.61	\$30.75
12681	Fleet Technician	5	PAR	5	\$53,277	\$63,958	\$74,831	\$4,440	\$5,330	\$25.61	\$30.75
18428	HRIS Specialist	5	PAR	5	\$53,277	\$63,958	\$74,831	\$4,440	\$5,330	\$25.61	\$30.75
16023	Inspector II	5	PAR	5	\$53,277	\$63,958	\$74,831	\$4,440	\$5,330	\$25.61	\$30.75
18273	Medical Navigator I	5	PAR	5	\$53,277	\$63,958	\$74,831	\$4,440	\$5,330	\$25.61	\$30.75
15211	Paralegal	5	PAR	5	\$53,277	\$63,958	\$74,831	\$4,440	\$5,330	\$25.61	\$30.75
16600	Police Court Liaison	5	PAR	5	\$53,277	\$63,958	\$74,831	\$4,440	\$5,330	\$25.61	\$30.75
16053	Probation Officer	5	PAR	5	\$53,277	\$63,958	\$74,831	\$4,440	\$5,330	\$25.61	\$30.75
12768	Public Safety Dispatcher Trainer	5	PAR	5	\$53,277	\$63,958	\$74,831	\$4,440	\$5,330	\$25.61	\$30.75
15086	Code Enforcement Off, Senior	5	PAR	5	\$53,277	\$63,958	\$74,831	\$4,440	\$5,330	\$25.61	\$30.75
16652	Evidence Technician, Senior	5	PAR	5	\$53,277	\$63,958	\$74,831	\$4,440	\$5,330	\$25.61	\$30.75
14405	Marshal	5	PAR	5	\$53,277	\$63,958	\$74,831	\$4,440	\$5,330	\$25.61	\$30.75

Job Code	Job Title	Band #	Band Name	Zone #	Annual			Monthly		Hourly	
					Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Minimum	Market Average
15100	Airport Operations Agent, Sr	5	PAR	5	\$53,277	\$63,958	\$74,831	\$4,440	\$5,330	\$25.61	\$30.75
11063	Legal Secretary, Senior	5	PAR	5	\$53,277	\$63,958	\$74,831	\$4,440	\$5,330	\$25.61	\$30.75
16067	Sales Tax Investigator, Senior	5	PAR	5	\$53,277	\$63,958	\$74,831	\$4,440	\$5,330	\$25.61	\$30.75
12809	Skilled Maintenance Technician II	5	PAR	5	\$53,277	\$63,958	\$74,831	\$4,440	\$5,330	\$25.61	\$30.75
19657	Streets Operations Program Assistant	5	PAR	5	\$53,277	\$63,958	\$74,831	\$4,440	\$5,330	\$25.61	\$30.75
13400	Transit Scheduler	5	PAR	5	\$53,277	\$63,958	\$74,831	\$4,440	\$5,330	\$25.61	\$30.75
12730	Utility Locator II	5	PAR	5	\$53,277	\$63,958	\$74,831	\$4,440	\$5,330	\$25.61	\$30.75
15103	Airport Customer Relations Coordinator	5	PAR	4	\$48,877	\$58,676	\$68,651	\$4,073	\$4,890	\$23.50	\$28.21
15080	Airport Security Specialist	5	PAR	4	\$48,877	\$58,676	\$68,651	\$4,073	\$4,890	\$23.50	\$28.21
17007	Assistant to Council	5	PAR	4	\$48,877	\$58,676	\$68,651	\$4,073	\$4,890	\$23.50	\$28.21
18265	Behavioral Health Clinical Navigator I	5	PAR	4	\$48,877	\$58,676	\$68,651	\$4,073	\$4,890	\$23.50	\$28.21
15016	Code Enforcement Officer	5	PAR	4	\$48,877	\$58,676	\$68,651	\$4,073	\$4,890	\$23.50	\$28.21
12722	Community Health Paramedic	5	PAR	4	\$48,877	\$58,676	\$68,651	\$4,073	\$4,890	\$23.50	\$28.21
15018	Community Service Officer	5	PAR	4	\$48,877	\$58,676	\$68,651	\$4,073	\$4,890	\$23.50	\$28.21
16610	Evidence Technician	5	PAR	4	\$48,877	\$58,676	\$68,651	\$4,073	\$4,890	\$23.50	\$28.21
18229	Fire Prevention Compliance Coordinator	5	PAR	4	\$48,877	\$58,676	\$68,651	\$4,073	\$4,890	\$23.50	\$28.21
12841	Forestry Technician, Senior	5	PAR	4	\$48,877	\$58,676	\$68,651	\$4,073	\$4,890	\$23.50	\$28.21
15161	License Enforcement Officer II	5	PAR	4	\$48,877	\$58,676	\$68,651	\$4,073	\$4,890	\$23.50	\$28.21
14061	Graphics Technician	5	PAR	4	\$48,877	\$58,676	\$68,651	\$4,073	\$4,890	\$23.50	\$28.21
15083	Planning Technician	5	PAR	4	\$48,877	\$58,676	\$68,651	\$4,073	\$4,890	\$23.50	\$28.21
12107	Police Service Representative Lead	5	PAR	4	\$48,877	\$58,676	\$68,651	\$4,073	\$4,890	\$23.50	\$28.21
12769	Public Safety Dispatcher II	5	PAR	4	\$48,877	\$58,676	\$68,651	\$4,073	\$4,890	\$23.50	\$28.21
15023	Radio Technician	5	PAR	4	\$48,877	\$58,676	\$68,651	\$4,073	\$4,890	\$23.50	\$28.21
16522	Recreation Assistant	5	PAR	4	\$48,877	\$58,676	\$68,651	\$4,073	\$4,890	\$23.50	\$28.21
11097	Finance Technician, Senior	5	PAR	4	\$48,877	\$58,676	\$68,651	\$4,073	\$4,890	\$23.50	\$28.21
12188	Courtroom Assistant, Senior	5	PAR	4	\$48,877	\$58,676	\$68,651	\$4,073	\$4,890	\$23.50	\$28.21
17572	HR Technician, Senior	5	PAR	4	\$48,877	\$58,676	\$68,651	\$4,073	\$4,890	\$23.50	\$28.21
14066	Signs Technician II	5	PAR	4	\$48,877	\$58,676	\$68,651	\$4,073	\$4,890	\$23.50	\$28.21
12813	Staff Assistant	5	PAR	4	\$48,877	\$58,676	\$68,651	\$4,073	\$4,890	\$23.50	\$28.21
12698	Technical Support Analyst II	5	PAR	4	\$48,877	\$58,676	\$68,651	\$4,073	\$4,890	\$23.50	\$28.21
12601	Administrative Technician	5	PAR	3	\$44,841	\$53,831	\$62,982	\$3,737	\$4,486	\$21.56	\$25.88
15090	Airport Operations Agent	5	PAR	3	\$44,841	\$53,831	\$62,982	\$3,737	\$4,486	\$21.56	\$25.88
18315	Claims Technician	5	PAR	3	\$44,841	\$53,831	\$62,982	\$3,737	\$4,486	\$21.56	\$25.88
12088	Courtroom Assistant	5	PAR	3	\$44,841	\$53,831	\$62,982	\$3,737	\$4,486	\$21.56	\$25.88
15311	Digital Imaging Technician	5	PAR	3	\$44,841	\$53,831	\$62,982	\$3,737	\$4,486	\$21.56	\$25.88
13172	Engineering Technician I	5	PAR	3	\$44,841	\$53,831	\$62,982	\$3,737	\$4,486	\$21.56	\$25.88
12837	Forestry Technician II	5	PAR	3	\$44,841	\$53,831	\$62,982	\$3,737	\$4,486	\$21.56	\$25.88
13408	GIS Technician	5	PAR	3	\$44,841	\$53,831	\$62,982	\$3,737	\$4,486	\$21.56	\$25.88
16034	Inspector I	5	PAR	3	\$44,841	\$53,831	\$62,982	\$3,737	\$4,486	\$21.56	\$25.88
12717	Legal Secretary	5	PAR	3	\$44,841	\$53,831	\$62,982	\$3,737	\$4,486	\$21.56	\$25.88
15150	License Enforcement Officer	5	PAR	3	\$44,841	\$53,831	\$62,982	\$3,737	\$4,486	\$21.56	\$25.88
12589	Museum Development Technician	5	PAR	3	\$44,841	\$53,831	\$62,982	\$3,737	\$4,486	\$21.56	\$25.88
12625	Public Communications Technician	5	PAR	3	\$44,841	\$53,831	\$62,982	\$3,737	\$4,486	\$21.56	\$25.88
12767	Public Safety Dispatcher I	5	PAR	3	\$44,841	\$53,831	\$62,982	\$3,737	\$4,486	\$21.56	\$25.88
12727	Utility Locator I	5	PAR	3	\$44,841	\$53,831	\$62,982	\$3,737	\$4,486	\$21.56	\$25.88
16066	Sales Tax Investigator II	5	PAR	3	\$44,841	\$53,831	\$62,982	\$3,737	\$4,486	\$21.56	\$25.88
12199	Probation Technician, Senior	5	PAR	3	\$44,841	\$53,831	\$62,982	\$3,737	\$4,486	\$21.56	\$25.88
14065	Signs Technician I	5	PAR	3	\$44,841	\$53,831	\$62,982	\$3,737	\$4,486	\$21.56	\$25.88
12808	Skilled Maintenance Technician I	5	PAR	3	\$44,841	\$53,831	\$62,982	\$3,737	\$4,486	\$21.56	\$25.88
12150	Work Order Technician II	5	PAR	3	\$44,841	\$53,831	\$62,982	\$3,737	\$4,486	\$21.56	\$25.88
12012	Code Enforcement Technician	5	PAR	2	\$41,139	\$49,387	\$57,783	\$3,428	\$4,116	\$19.78	\$23.74
12724	Community Health Emergency Medical Technician	5	PAR	2	\$41,139	\$49,387	\$57,783	\$3,428	\$4,116	\$19.78	\$23.74
12765	Emergency Response Technician	5	PAR	2	\$41,139	\$49,387	\$57,783	\$3,428	\$4,116	\$19.78	\$23.74
12835	Forestry Technician I	5	PAR	2	\$41,139	\$49,387	\$57,783	\$3,428	\$4,116	\$19.78	\$23.74
12103	Police Services Representative	5	PAR	2	\$41,139	\$49,387	\$57,783	\$3,428	\$4,116	\$19.78	\$23.74
12099	Probation Technician	5	PAR	2	\$41,139	\$49,387	\$57,783	\$3,428	\$4,116	\$19.78	\$23.74
16065	Sales Tax Investigator I	5	PAR	2	\$41,139	\$49,387	\$57,783	\$3,428	\$4,116	\$19.78	\$23.74

Job Code	Job Title	Band #	Band Name	Zone #	Annual			Monthly		Hourly	
					Zone Minimum	Market Average	Zone Maximum	Zone Minimum	Market Average	Zone Minimum	Market Average
13025	Parts/Supply Specialist	5	PAR	1	\$37,742	\$45,309	\$53,012	\$3,145	\$3,776	\$18.15	\$21.78
12697	Technical Support Analyst I	5	PAR	1	\$37,742	\$45,309	\$53,012	\$3,145	\$3,776	\$18.15	\$21.78
12793	Maintenance Technician, Senior	6	GNL	8	\$48,295	\$57,978	\$67,834	\$4,025	\$4,831	\$23.22	\$27.87
12785	Equipment Operator, Senior	6	GNL	8	\$48,295	\$57,978	\$67,834	\$4,025	\$4,831	\$23.22	\$27.87
12622	Cemetery Technician	6	GNL	7	\$44,308	\$53,191	\$62,234	\$3,692	\$4,433	\$21.30	\$25.57
11095	Finance Technician II	6	GNL	7	\$44,308	\$53,191	\$62,234	\$3,692	\$4,433	\$21.30	\$25.57
17220	Contracting Technician II	6	GNL	7	\$44,308	\$53,191	\$62,234	\$3,692	\$4,433	\$21.30	\$25.57
12653	Equipment Operator II	6	GNL	7	\$44,308	\$53,191	\$62,234	\$3,692	\$4,433	\$21.30	\$25.57
12110	Fingerprint Technician	6	GNL	7	\$44,308	\$53,191	\$62,234	\$3,692	\$4,433	\$21.30	\$25.57
17582	HR Technician II	6	GNL	7	\$44,308	\$53,191	\$62,234	\$3,692	\$4,433	\$21.30	\$25.57
12780	License Specialist, Senior	6	GNL	7	\$44,308	\$53,191	\$62,234	\$3,692	\$4,433	\$21.30	\$25.57
12192	Municipal Court Clerk, Senior	6	GNL	7	\$44,308	\$53,191	\$62,234	\$3,692	\$4,433	\$21.30	\$25.57
14421	Prkg Enforcement Ofcr, Sr	6	GNL	7	\$44,308	\$53,191	\$62,234	\$3,692	\$4,433	\$21.30	\$25.57
14064	Parking Meter Technician, Sr	6	GNL	7	\$44,308	\$53,191	\$62,234	\$3,692	\$4,433	\$21.30	\$25.57
11093	Finance Technician I	6	GNL	6	\$40,650	\$48,799	\$57,095	\$3,387	\$4,067	\$19.54	\$23.46
17952	HR Technician I	6	GNL	6	\$40,650	\$48,799	\$57,095	\$3,387	\$4,067	\$19.54	\$23.46
12798	License Specialist II	6	GNL	6	\$40,650	\$48,799	\$57,095	\$3,387	\$4,067	\$19.54	\$23.46
15073	Inventory Control Technician	6	GNL	6	\$40,650	\$48,799	\$57,095	\$3,387	\$4,067	\$19.54	\$23.46
12729	Maintenance Technician II	6	GNL	6	\$40,650	\$48,799	\$57,095	\$3,387	\$4,067	\$19.54	\$23.46
12093	Municipal Court Clerk II	6	GNL	6	\$40,650	\$48,799	\$57,095	\$3,387	\$4,067	\$19.54	\$23.46
12853	Park Ranger	6	GNL	6	\$40,650	\$48,799	\$57,095	\$3,387	\$4,067	\$19.54	\$23.46
14062	Parking Meter Technician	6	GNL	6	\$40,650	\$48,799	\$57,095	\$3,387	\$4,067	\$19.54	\$23.46
15310	Printing Technician	6	GNL	6	\$40,650	\$48,799	\$57,095	\$3,387	\$4,067	\$19.54	\$23.46
12797	Office Specialist, Senior	6	GNL	6	\$40,650	\$48,799	\$57,095	\$3,387	\$4,067	\$19.54	\$23.46
11033	Communications Center Dispatcher	6	GNL	5	\$37,294	\$44,771	\$52,382	\$3,108	\$3,731	\$17.93	\$21.52
13072	Driver	6	GNL	5	\$37,294	\$44,771	\$52,382	\$3,108	\$3,731	\$17.93	\$21.52
13302	Equipment Operator I	6	GNL	5	\$37,294	\$44,771	\$52,382	\$3,108	\$3,731	\$17.93	\$21.52
12743	License Specialist I	6	GNL	5	\$37,294	\$44,771	\$52,382	\$3,108	\$3,731	\$17.93	\$21.52
12092	Municipal Court Clerk I	6	GNL	5	\$37,294	\$44,771	\$52,382	\$3,108	\$3,731	\$17.93	\$21.52
17798	Museum Customer Specialist	6	GNL	5	\$37,294	\$44,771	\$52,382	\$3,108	\$3,731	\$17.93	\$21.52
18255	Navigator Technician	6	GNL	5	\$37,294	\$44,771	\$52,382	\$3,108	\$3,731	\$17.93	\$21.52
12741	Office Specialist	6	GNL	5	\$37,294	\$44,771	\$52,382	\$3,108	\$3,731	\$17.93	\$21.52
14420	Parking Enforcement Officer	6	GNL	5	\$37,294	\$44,771	\$52,382	\$3,108	\$3,731	\$17.93	\$21.52
14023	Radio Installer	6	GNL	5	\$37,294	\$44,771	\$52,382	\$3,108	\$3,731	\$17.93	\$21.52
12725	Maintenance Technician I	6	GNL	4	\$34,214	\$41,073	\$48,055	\$2,851	\$3,423	\$16.45	\$19.75
12734	Medical Assistant	6	GNL	4	\$34,214	\$41,073	\$48,055	\$2,851	\$3,423	\$16.45	\$19.75
12721	Maintenance Services Worker	6	GNL	3	\$31,389	\$37,682	\$44,088	\$2,616	\$3,140	\$15.09	\$18.12
12733	Office Assistant/Receptionist	6	GNL	3	\$31,389	\$37,682	\$44,088	\$2,616	\$3,140	\$15.09	\$18.12

FIRE - Paid by Rank

Job Code	Rank	Monthly Pay Rate	Hourly Pay Rate
56 Hours/Week			
19407	Battalion Chief	\$10,578	\$43.59
19406	Fire Captain	\$9,054	\$37.31
19405	Fire Lieutenant	\$8,431	\$34.74
19416	Fire Paramedic 1st	\$7,802	\$32.15
	Fire Paramedic 2nd	\$7,043	\$29.02
	Fire Paramedic 3rd	\$6,339	\$26.12
19404	Fire Driver Engineer	\$7,431	\$30.62
19403	Firefighter 1st	\$6,857	\$28.26
	Firefighter 2nd	\$6,220	\$25.63
	Firefighter 3rd	\$5,598	\$23.07
	Firefighter 4th	\$5,039	\$20.76
40 Hours/Week			
19407	Battalion Chief	\$10,578	\$61.03
19406	Fire Captain (Staff)	\$9,054	\$52.23
19405	Fire Lieutenant (Staff)	\$8,431	\$48.64
19409	Fire Trainee	\$4,550	\$26.25

POLICE - Paid by Rank

Job Code	Rank	Monthly Pay Rate	Hourly Pay Rate
19308	Police Commander	\$11,585	\$66.84
19307	Police Lieutenant	\$10,333	\$59.62
19306	Police Sergeant	\$8,857	\$51.10
19304	Police Officer 1st	\$7,221	\$41.66
	Police Officer 2nd	\$6,299	\$36.34
	Police Officer 3rd	\$5,717	\$32.98
	Police Officer 4th	\$5,187	\$29.93
19300	Police Recruit	\$4,720	\$27.23

Numbers are rounded for display purposes. Actual rates go out 6 decimal places.

Unclassified Job Codes

Job Code	Job Title	Band #	Band Name	Zone #	Zone Minimum	Zone Maximum
Seasonal (6 months or less)						
50600	PT Pikes Peak HWY Ranger	SNL	Seasonal	6	\$12.00	\$26.00
50602	PT Park Ranger	SNL	Seasonal	5	\$12.00	\$23.00
50603	PT Recreation & Camp Support	SNL	Seasonal	5	\$12.00	\$23.00
50609	PT Aquatics Support	SNL	Seasonal	4	\$12.00	\$19.00
51400	PT Wildfire Mitigation and Forestry	SNL	Seasonal	4	\$12.00	\$19.00
51600	PT Maintenance Support	SNL	Seasonal	4	\$12.00	\$19.00
50400	PT Park Patrol	SNL	Seasonal	3	\$12.00	\$16.00
50604	PT Guide or Interpreter	SNL	Seasonal	3	\$12.00	\$16.00
51500	PT Cemetery Support	SNL	Seasonal	2	\$12.00	\$14.00
50606	PT Park Support	SNL	Seasonal	2	\$12.00	\$14.00
50607	PT Sport Site Supervisor	SNL	Seasonal	2	\$12.00	\$14.00
50608	PT Sports Staff	SNL	Seasonal	1	\$12.00	\$14.00
Part-Time (Year Round less than 29 hours per week)						
70100	PT Professional & IT	PRT	Part-Time	10	\$17.00	\$86.00
70200	PT Attorney	PRT	Part-Time	9	\$20.00	\$41.00
70300	PT Municipal Court Referee	PRT	Part-Time	8	\$15.00	\$38.00
70401	PT Background Investigator	PRT	Part-Time	7	\$21.00	\$32.00
70402	PT Civilian Criminal Investigator/ Analyst	PRT	Part-Time	7	\$21.00	\$32.00
70403	PT Explosives Unit Investigator	PRT	Part-Time	7	\$21.00	\$32.00
70412	PT Latent Fingerprint Examiner	PRT	Part-Time	7	\$21.00	\$32.00
70404	PT Polygraph Examiner	PRT	Part-Time	7	\$21.00	\$32.00
70405	PT Comm Center Support	PRT	Part-Time	7	\$21.00	\$32.00
70406	PT Training Academy Instructor	PRT	Part-Time	7	\$21.00	\$32.00
70500	PT Community Service Officer	PRT	Part-Time	6	\$17.00	\$26.00
70510	PT Community Health Paramedic	PRT	Part-Time	6	\$17.00	\$26.00
70407	PT Probation Officer	PRT	Part-Time	6	\$17.00	\$26.00
70600	PT Pikes Peak HWY Ranger	PRT	Part-Time	5	\$12.00	\$26.00
70700	PT Administrative Support	PRT	Part-Time	5	\$12.00	\$26.00
70408	PT Evidence Technician	PRT	Part-Time	5	\$12.00	\$26.00
70602	PT Park Ranger	PRT	Part-Time	5	\$12.00	\$26.00
70800	PT Community Health Navigator	PRT	Part-Time	5	\$12.00	\$26.00
70603	PT Recreation and Camp Support	PRT	Part-Time	5	\$12.00	\$26.00
70900	PT Code Enforcement Officer	PRT	Part-Time	4	\$12.00	\$19.00
71000	PT Internship	PRT	Part-Time	4	\$12.00	\$19.00
71100	PT Maintenance Support	PRT	Part-Time	4	\$12.00	\$19.00
71200	PT Bus Driver	PRT	Part-Time	4	\$12.00	\$19.00
71400	PT Wildfire Mitigation and Forestry	PRT	Part-Time	4	\$12.00	\$19.00
71450	PT Forestry Technician	PRT	Part-Time	4	\$12.00	\$19.00
70604	PT Guide or Interpreter	PRT	Part-Time	4	\$12.00	\$19.00
70605	PT Day Camp Support	PRT	Part-Time	3	\$12.00	\$14.00
70606	PT Park Support	PRT	Part-Time	3	\$12.00	\$14.00
70607	PT Sport Site Supervisor	PRT	Part-Time	3	\$12.00	\$14.00
71500	PT Cemetery Support	PRT	Part-Time	3	\$12.00	\$14.00
70608	PT Sports Staff	PRT	Part-Time	2	\$12.00	\$14.00
71300	PT Election Staff	PRT	Part-Time	1	\$12.00	\$14.00